

EXHIBIT

23

EMPLOYEE DISCIPLINARY REPORT

To Personnel Department:

The following warning was issued today and I desire that the warning be made a part of the official record.

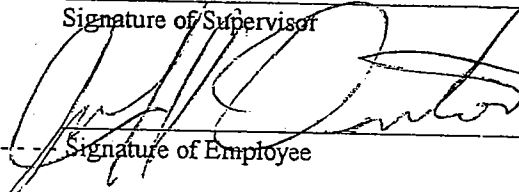
Jeffrey Denton Service Sept 6-00
NAME DEPARTMENT DATE OF WARNING

- | | | |
|--|---|--|
| 1. <input type="checkbox"/> UNREPORTED ABSENCE | 6. <input checked="" type="checkbox"/> FAILURE TO OBEY ORDERS | 11. <input type="checkbox"/> VIOLATION OF SAFETY RULES |
| 2. <input checked="" type="checkbox"/> TARDINESS | 7. <input type="checkbox"/> FIGHTING ON COMPANY PREMISES | 12. <input type="checkbox"/> DEFECTIVE & IMPROPER WORK |
| 3. <input type="checkbox"/> DRINKING ON DUTY | 8. <input type="checkbox"/> LEAVING WITHOUT PERMISSION | 13. <input type="checkbox"/> CARELESSNESS |
| 4. <input type="checkbox"/> REPORTING UNDER THE INFLUENCE OF ALCOHOL | 9. <input type="checkbox"/> HOUSEKEEPING | 14. <input type="checkbox"/> DESTRUCTION OF COMPANY PROPERTY |
| 5. <input checked="" type="checkbox"/> INSUBORDINATION | 10. <input type="checkbox"/> IMPROPER CONDUCT | |

REMARKS

*Jeffrey was late back from lunch again and clocked back in then stopped from
Peters and told him he had to leave again at same time, he did not clock back out
he called me approx 2 PM and said his wife took his car that he was driving and
See reverse side*

Signature of Supervisor



I have read this report - - -

Signature of Employee

THE ABOVE OFFENSE OR OFFENSES HAVE BEEN NOTED AND ARE MADE A PART OF THE ABOVE
EMPLOYEE'S RECORD AS OF THIS DATE.

Personnel Department

Date

went back to work and wanted to know if I needed him to come back to work, I told him yes he needed to get back here because we are backed up in miscellaneous work and the miscellaneous technicians are having to do his work, he said he could get a ride back to work and he would be in!

Jeffrey never showed back up and Claudia said she answered my phone at 3:05 PM and Jeffrey told her to tell me he would not be back to work.